



RICK SNYDER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF EDUCATION  
LANSING

BRIAN J. WHISTON  
STATE SUPERINTENDENT

August 1, 2016

Dr. Richard Robinson  
Detroit Community Schools  
12675 Burt Road  
Detroit, Michigan 48223

Dear Dr. Robinson:

In response to the information you and your school provided to the Michigan Department of Education (MDE) regarding the certification status of administrators at Detroit Community Schools (DCS) during the 2015-2016 academic year, it has been determined that the school is out of compliance with state law.

As you know, state law requires schools and districts to employ administrators who have been properly certificated or "grand-parented" under Michigan Compiled Law (MCL) 380.1233 and MCL 380.1246. When this does not occur, MCL 388.1763, as amended in October 2015, requires the MDE to deduct from the school's or district's state School Aid funds the sum equal to the amount paid to the administrator(s) during the period of time in which the individual was employed while out of compliance with the law.

Of the four administrators reviewed during this investigation, the following findings were made.

In the cases of both Ms. Sharon McPhail and Ms. Echelle Jordan, both staff members held an administrative position commensurate with the description of positions required to hold an administrator certificate or "grand-parented" status under MCL 380.1246. In both cases, a change in job title did not substantiate the change in responsibility or role that was held during the 2015-2016 academic year. Both staff members neither held a valid administrator certificate nor could claim "grand-parented" status since their hire dates were after January 4, 2010. Neither individual completed an approved preparation program within three years of hire. As a result, both Ms. McPhail and Ms. Jordan are found to be out of compliance.

STATE BOARD OF EDUCATION

JOHN C. AUSTIN – PRESIDENT • CASANDRA E. ULRICH – VICE PRESIDENT  
MICHELLE FECTEAU – SECRETARY • PAMELA PUGH – TREASURER  
LUPE RAMOS-MONTIGNY – NASBE DELEGATE • KATHLEEN N. STRAUS  
EILEEN LAPPIN WEISER • RICHARD ZEILE

608 WEST ALLEGAN STREET • P.O. BOX 30008 • LANSING, MICHIGAN 48909  
[www.michigan.gov/mde](http://www.michigan.gov/mde) • 517-373-3324

Dr. Richard Robinson  
Page 2  
August 1, 2016

In the cases of both Mr. William Coleman and Mr. Wajih Hakim, the MDE finds that the role and responsibilities of both staff members do not match those required to hold an administrator certificate or "grand-parented" status under MCL 380.1246. Accordingly, both Mr. Coleman and Mr. Hakim are cleared from this investigation.

The following chart shows the educators confirmed as out of compliance and the amount of state aid that will be deducted for each individual. State aid deductions will be made only for individuals confirmed as out of compliance, and only for periods during the 2015-2016 academic year.

<b>Administrator</b>	<b>State Aid Deduction</b>
Ms. Sharon McPhail	\$ 87,260.27
Base salary of <b>\$130,000</b> (reported on financial records) $\times$ <b>245</b> (calendar days without appropriate certification) / <b>365</b> (calendar days per year)	Out-of-compliance period is <b>10-16-2015</b> (first day of penalty for administrators per amendment to MCL 388.1763) through <b>6-17-2016</b> (last day for staff as per DCS school calendar).
Ms. Echelle Jordan	\$ 57,054.79
Base salary of <b>\$ 85,000</b> (reported from survey) $\times$ <b>245</b> (calendar days without appropriate certification) / <b>365</b> (calendar days per year)	Out-of-compliance period is <b>10-16-2015</b> (first day of penalty for administrators per amendment to MCL 388.1763) through <b>6-17-2016</b> (last day for staff as per DCS school calendar).

Please note that MCL 388.1615 allows the MDE to grant an extended repayment period of up to four years if the school or district provides evidence that issuance of the full deduction in a single payment would cause significant hardship in meeting the school or district's financial obligations. The request must be received via email to [MayC@michigan.gov](mailto:MayC@michigan.gov) within **15 business days from the date of this letter**.

If the MDE does not receive an extension request by August 22, 2016, these funds will be recaptured by deducting the full penalty amount from the October state aid payment.

In the future, please be sure that all educators begin the school year with proper certification, endorsements, permits, or authorizations. For administrators, please be sure that they have valid administrator certifications or have established "grand-parented" status at the beginning of the school year, and maintain evidence of required continuing education at the district. In addition, please be sure that what is reported in the Registry of Educational Personnel (REP) regarding the staff members assigned to act as administrators matches information provided to the public as well as the MDE during investigations to avoid an investigation of reporting fraud.

#### STATE BOARD OF EDUCATION

JOHN C. AUSTIN – PRESIDENT • CASANDRA E. ULRICH – VICE PRESIDENT  
MICHELLE FECTEAU – SECRETARY • PAMELA PUGH – TREASURER  
LUPE RAMOS-MONTIGNY – NASBE DELEGATE • KATHLEEN N. STRAUS  
EILEEN LAPPIN WEISER • RICHARD ZEILE

608 WEST ALLEGAN STREET • P.O. BOX 30008 • LANSING, MICHIGAN 48909  
[www.michigan.gov/mde](http://www.michigan.gov/mde) • 517-373-3324

Dr. Richard Robinson  
Page 3  
August 1, 2016

If you have questions regarding the state aid deduction or calculation, please contact Chris May ([MayC@michigan.gov](mailto:MayC@michigan.gov)). If you have questions regarding the educator certification audit process for Detroit Community Schools, please contact Leah Breen via e-mail at [BreenL1@michigan.gov](mailto:BreenL1@michigan.gov) or via phone at 517-241-1392.

Sincerely,



Leah Breen  
Director, Office of Professional  
Preparation Services



Daniel M. Hanrahan  
Director, Office of State Aid  
and School Finance

cc: Kyle Guerrant  
Venessa A. Keesler

**STATE BOARD OF EDUCATION**

JOHN C. AUSTIN – PRESIDENT • CASANDRA E. ULRICH – VICE PRESIDENT  
MICHELLE FECTEAU – SECRETARY • PAMELA PUGH – TREASURER  
LUPE RAMOS-MONTIGNY – NASBE DELEGATE • KATHLEEN N. STRAUS  
EILEEN LAPPIN WEISER • RICHARD ZEILE

608 WEST ALLEGAN STREET • P.O. BOX 30008 • LANSING, MICHIGAN 48909  
[www.michigan.gov/mde](http://www.michigan.gov/mde) • 517-373-3324